DOCUMENT RESUME

ED 168 152 EA 011 426

TITLE	Salary Report #1. Principals and Assistant Principals. Administrative Information Report.
INSTITUTION	National Association of Secondary School Principals, Reston, Va.
PUB DATE	Feb 79
NOTE	9p.; For related documents, see ED 140 382, ED 140 403, ED 150 687, and ED 153 362
AVAILABLE FROM	NASSP Office of Professional Assistance, 1904 Association Drive, Reston, Virginia 22091 ($0.50; orders of $10.00 or less must be accompanied by payment)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Assistant Principals; Elementary Education; Junior High Schools; National Surveys; *Principals; *Salaries; Senior High Schools; Tables (Data)

ABSTRACT

Based on information obtained from the Educational Research Service, Inc., survey collecting 1978-79 data about scheduled and paid salaries from 1,110 responding school districts, this report contains current data relating to salary schedules for principals and assistant principals. To facilitate analysis of the data, Section 1 compares 1978-79 minimum and maximum salary schedule summaries by district enrollment size, Section 2 makes the comparison by using a per-pupil expenditure factor, and Section 3 contains a maximum scheduled salary trend analysis. Caution should always be used when drawing inferences from these data because of the sampling variance associated with studies of this type. (Author/LD)

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February 1979

SALARY REPORT #1

PRINCIPALS and ASSISTANT PRINCIPALS

ED168152

NASSP continues to receive many inquiries stressing the need for accurate national salary data pertaining to principals' and assistant principals' salaries. For the fifth consecutive year, a salary report has been developed as a response to these concerns. With information obtained from Educational Research Service in January, this report contains current data relating to salary *schedules* for these administrators. To facilitate analysis of the data, *Section I* of this report compares 1978-79 minimum and maximum salary schedule summaries by school district *enrollment size; Section II* makes the comparison by using a *per pupil expenditure* factor; and *Section III* contains a *maximum scheduled salary trend* analysis. Caution should always be used, however, when drawing inferences from these data because of the sampling variance associated with studies of this type.

As was the case in prior years, NASSP's Status and Welfare Committee expressed salary concerns to the research director of ERS and reviewed plans to conduct the national survey of professional salaries and wages in education for the administrator organizations sponsoring ERS. As a result of these suggestions the participants agreed that the major purpose of this survey would be to provide school administrators who determine the salaries and wages for public school personnel with accurate, timely, and reliable data in order to compare employee compensation levels in their system with those in other school districts of comparable enrollment size and per pupil expenditure level. Since this same type of survey has been conducted for the last five years, salary trends were also included in this report.

A survey was conducted by ERS last fall, collecting 1978-79 data about salaries scheduled and paid from *1100 responding school districts* for 23 selected positions in which personnel are employed by public school systems. Again this year a complete report is being prepared by ERS in three volumes: *Salaries Scheduled for Professional Personnel in Public Schools, Salaries Paid Professional Personnel in Public Schools,* and *Wages and Salaries Paid Support Personnel in Public Schools.* Included in these publications are summary tables and a system-by-system listing of data submitted by all responding school districts. The complete set can be purchased from ERS for $50 and at $18 for each separate volume (half-price for subscribers).

EA 011 426

This special *AIR* publication is being sent to all members of NASSP. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Drive, Reston, Va. 22091, at a cost of 50 cents per copy. (Orders of $10 or less must be accompanied by payment.)

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Section I.

ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1978-79

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	127	210	162	23	522
Mean	23,550	24,154	22,854	19,653	23,405
Median	23,023	24,300	23,000	19,028	23,500
Range: Low	14,433	14,004	10,289	10,150	10,150
High	40,300	34,814	33,947	34,398	40,300
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	119	205	181	24	529
Mean	21,642	22,136	21,209	18,875	21,560
Median	21,830	22,517	21,500	17,593	21,830
Range: Low	13,614	12,111	10,289	10,150	10,150
High	36,400	33,131	32,347	31,941	36,400
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	125	213	197	36	571
Mean	20,015	20,371	19,634	19,078	19,957
Median	20,017	20,580	19,722	19,193	20,002
Range: Low	13,254	10,385	10,250	10,150	10,150
High	34,400	30,534	30,888	29,484	34,400

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	127	210	160	25	522
Mean	31,281	31,092	29,487	25,434	30,375
Median	31,170	31,317	29,770	24,467	30,393
Range: Low	23,254	19,350	18,500	15,500	15,500
High	44,900	43,115	42,900	38,178	44,900

* *Using ENROLLMENT of the School District as a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	119	205	178	24	526
Mean	28,646	28,529	27,310	24,604	27,964
Median	28,696	28,834	27,196	23,500	28,030
Range: Low	20,118	18,768	17,197	17,255	17,197
High	40,000	41,431	40,651	35,451	41,431
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	125	213	193	37	568
Mean	27,113	26,808	25,650	24,359	26,322
Median	27,112	27,033	25,915	24,207	26,541
Range: Low	18,591	14,733	15,485	13,500	13,500
High	38,000	38,184	39,192	34,239	39,192

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1978-79

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	125	208	169	12	514
Mean	19,483	20,496	19,087	19,343	19,759
Median	19,341	20,959	18,942	19,815	19,770
Range: Low	12,306	10,398	10,289	10,150	10,150
High	35,400	31,666	29,279	29,484	35,400
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	115	193	156	12	476
Mean	18,373	19,357	18,412	19,172	18,805
Median	18,122	19,859	18,212	19,193	19,044
Range: Low	11,090	9,960	10,342	11,805	9,960
High	32,900	28,561	27,945	28,665	32,900

* *Using ENROLLMENT of the School District as a Comparative Factor*

		Enrollment Stratum				
		25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
ELEMENTARY ASSISTANT PRINCIPALS						
No. of Systems Reporting		84	86	50	3	223
Mean		17,087	16,721	16,461	18,951	16,831
Median		17,140	16,380	16,336	---	16,930
Range:	*Low*	10,070	9,311	10,342	17,000	9,311
	High	24,680	27,087	24,464	20,020	27,087

Mean & Median of *MAXIMUM* Salaries Scheduled *

		Enrollment Stratum				
		25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. of Systems Reporting		125	206	167	13	511
Mean		25,886	26,637	25,068	24,314	25,881
Median		26,112	27,000	25,000	22,750	26,117
Range:	*Low*	17,332	15,000	15,340	18,804	15,000
	High	39,000	37,145	37,479	32,724	39,000
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. of Systems Reporting		115	193	156	12	476
Mean		24,522	25,134	23,956	23,653	24,563
Median		24,302	25,415	24,156	24,573	24,760
Range:	*Low*	15,449	15,554	14,552	15,345	14,552
	High	36,500	35,716	35,981	31,815	36,500
ELEMENTARY ASSISTANT PRINCIPALS						
No. of Systems Reporting		85	86	48	3	222
Mean		23,453	22,577	21,954	22,183	22,772
Median		23,456	22,562	22,560	---	23,091
Range:	*Low*	16,248	14,000	15,822	20,988	14,000
	High	30,895	30,687	30,000	24,000	30,895

* *Using ENROLLMENT of the School District as a Comparative Factor*

Section II.

ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1978-79

Mean & Median of *MINIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,000 or more	$1,600 to $1,999	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	120	180	119	67	28	514
Mean	26,323	24,663	22,181	19,556	16,977	23,392
Median	26,288	24,801	22,138	20,000	16,799	23,500
Range: Low	12,598	10,289	12,837	10,150	10,730	10,150
High	40,300	34,398	32,232	29,453	23,715	40,300
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	110	190	126	65	28	519
Mean	24,241	22,710	20,650	17,938	15,758	21,562
Median	24,585	22,976	20,500	18,185	15,549	21,830
Range: Low	12,598	10,289	12,911	10,150	10,730	10,150
High	36,400	31,941	29,898	27,004	21,000	36,400
ELEMENTARY PRINCIPALS						
No. Systems Reporting	123	199	136	73	30	561
Mean	22,513	21,058	18,857	16,814	15,016	19,968
Median	22,570	21,600	18,800	17,042	14,485	20,024
Range: Low	12,598	10,250	11,925	10,150	10,730	10,150
High	34,400	29,484	26,400	26,613	24,090	34,400

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Note: In *Section II*, totals in *column 6 (Total Systems Reporting)* may differ from totals in *Section I* tables because some school systems providing salary data included in *Section I* did not provide data on per pupil expenditure used in this analysis. The data in this section should be used as general and not precise indicators of current relationships among categories. Data are not appropriate for year-to-year trends.

Mean & Median of *MAXIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,000 or more	$1,600 to $1,999	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	119	179	121	67	28	514
Mean	33,543	31,553	29,095	26,056	24,737	30,347
Median	34,087	31,643	29,188	26,474	24,384	30,393
Range: Low	20,583	18,761	20,200	15,500	18,500	15,500
High	44,900	39,520	43,433	35,713	30,474	44,900
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	109	188	127	64	28	516
Mean	31,119	28,919	26,842	24,154	22,691	27,944
Median	31,216	29,000	26,790	24,000	22,299	28,024
Range: Low	20,008	18,761	19,480	17,255	17,500	17,255
High	41,431	37,072	35,019	31,787	28,744	41,431
ELEMENTARY PRINCIPALS						
No. Systems Reporting	123	197	136	73	29	558
Mean	29,229	27,166	25,236	22,779	21,757	26,295
Median	29,090	27,313	25,606	22,142	20,774	26,499
Range: Low	16,000	17,370	18,200	13,500	14,733	13,500
High	39,192	34,612	32,988	30,628	28,744	39,192

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1978-79

Mean & Median of *MINIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,000 or more	$1,600 to $1,999	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	119	181	117	62	25	504
Mean	22,421	20,849	18,254	16,516	14,395	19,764
Median	22,618	21,343	18,287	16,613	13,786	19,815
Range: Low	12,598	10,289	10,342	10,150	10,730	10,150
High	35,400	29,484	28,028	26,613	22,100	35,400
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	103	176	114	54	21	468
Mean	21,296	19,698	17,809	15,604	13,180	18,825
Median	21,326	20,000	17,513	15,165	12,489	19,061
Range: Low	13,000	10,188	10,342	10,460	9,960	9,960
High	32,900	28,665	25,900	24,784	18,900	32,900

Mean & Median of *MAXIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,000 or more	$1,600 to $1,999	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	118	179	118	61	25	501
Mean	28,864	26,920	24,144	22,485	20,773	25,877
Median	28,744	27,327	24,204	22,437	20,388	26,146
Range: Low	20,100	16,760	15,730	15,000	15,340	15,000
High	39,000	34,993	31,375	30,104	26,320	39,000
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	101	176	116	54	21	468
Mean	27,460	25,374	23,288	21,191	19,583	24,564
Median	27,568	25,564	23,364	20,960	19,233	24,760
Range: Low	19,380	16,760	14,552	15,345	15,575	14,552
High	36,500	31,815	31,375	28,750	24,125	36,500

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Section III. MEAN OF MAXIMUM SCHEDULED SALARIES FOR PRINCIPALS AND ASSISTANT PRINCIPALS IN REPORTING SCHOOL DISTRICTS

1975-76 through 1978-79 with Percent Increase 1977-79

Systems with Enrollments of 25,000 or More

	School Year				Increase 1977-78/ 1978-79
	1975-76	1976-77	1977-78	1978-79	
PRINCIPALS					
Senior High	26,677	27,846	29,409	31,281	6.4%
Junior High/Middle	24,595	25,873	27,178	28,646	5.4
Elementary	23,520	24,528	25,563	27,113	6.1
ASSISTANT PRINCIPALS					
Senior High	22,213	23,194	24,549	25,886	5.4
Junior High/Middle	20,976	22,042	23,237	24,522	5.5
Elementary	20,065	21,112	22,218	23,453	5.6

Systems with Enrollments of 10,000 to 24,999

	School Year				Increase 1977-78/ 1978-79
	1975-76	1976-77	1977-78	1978-79	
PRINCIPALS					
Senior High	26,057	27,445	29,189	31,092	6.5%
Junior High/Middle	23,955	25,232	26,701	28,529	6.8
Elementary	22,408	23,705	25,129	26,808	6.7
ASSISTANT PRINCIPALS					
Senior High	22,205	23,505	24,836	26,637	7.3
Junior High/Middle	20,826	21,887	23,262	25,134	8.0
Elementary	18,982	20,076	21,268	22,577	6.2

All Reporting Systems (300 or More Pupils)

	School Year				Increase 1977-78/ 1978-79
	1975-76	1976-77	1977-78	1978-79	
PRINCIPALS					
Senior High	25,831	27,203	28,556	30,375	6.4%
Junior High/Middle	23,917	25,150	26,543	27,964	5.4
Elementary	22,458	23,639	24,847	26,322	5.9
ASSISTANT PRINCIPALS					
Senior High	21,928	23,289	24,341	25,881	6.3
Junior High/Middle	20,750	21,862	23,163	24,563	6.0
Elementary	19,640	20,549	21,526	22,772	5.8